

A group of four business professionals (three men and one woman) are gathered around a table in a meeting room, looking at documents. The image is dark and serves as a background for the text.

ANEURIN LEISURE TRUST

GENDER PAY GAP REPORT 2021

This report provides information regarding our April 2021 Gender Pay Gap Result and focus areas to ensure gender equality.

Aneurin Leisure is a community focused organisation which delivers leisure and cultural services across Blaenau Gwent.

As a community focused organisation, we are passionate about making a positive impact to people's lives by not only improving physical health and wellbeing, but also their mental and social wellbeing through our diverse range of services and facilities.

Aneurin Leisure is a **'Not for Profit'** Distributing Organisation, the profit we generate is reinvested back into our organisation, helping us to continue to provide a high standard of facilities and services across Blaenau Gwent.



What is gender pay gap?

In line with Government Regulations regarding mandatory Gender Pay Reporting we are required to publish details of our gender pay gap. This data reflects payments made at a snap shot date on the 5th April 2021 and has been calculated using the mechanisms that are set out in the gender pay gap reporting legislation.

The gender pay gap shows the difference in average pay between women and men, regardless of their role. This is different to equal pay, which requires that women and men who do the same or similar jobs, or work of equal value, are paid equally.

In 2021 the difference between average hourly earnings for men and women in the United Kingdom, for all workers was 15.4 percent, compared with 7.9 percent for full-time workers, and -2.7 percent for part-time workers.

GENDER PAY GAP

THE UK AVERAGE

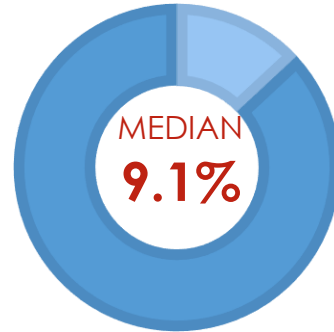
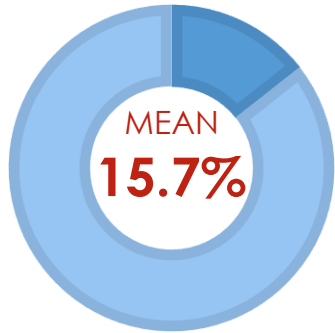
CURRENTLY

SITS AT

15.4%

How does Aneurin Leisure Perform?

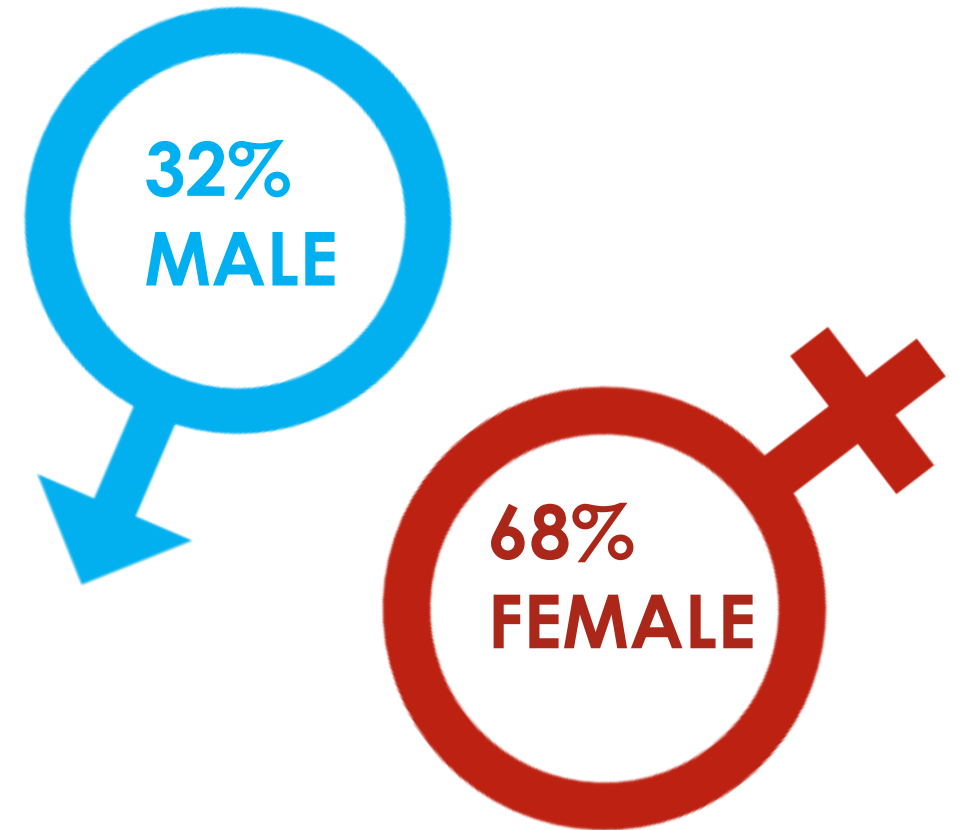
DIFFERENCE BETWEEN MEN AND WOMAN	MEAN Average	MEDIAN Middle
Gender Pay Gap	15.7%	9.1%



Mean- This means that the average of all earnings (calculated at an hourly rate of pay) paid to women is **15.7%** lower than the average of all earnings paid to men.

Median- The median value shows the difference between the midpoint in levels earned between men and women. This is **9.1%** lower between men and women in Aneurin Leisure Trust.

Total Workforce April 2021



WHY IS THERE A GENDER PAY GAP?

We have carried out a review of our pay to look at how the gap has arisen and whether there are any issues, we need to address.

We are committed to ensuring that all colleagues have an equal opportunity within the workplace regardless of their gender. We are committed to fairness in salary setting and recruitment.

The gender pay gap at Aneurin Leisure Trust shows that the workforce is predominantly female with women occupying a high percentage of jobs across all four pay quartiles.

We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of female employees being employed in a much higher proportion of lower quartile positions.

We consistently undertake the following to ensure a fair process for all:

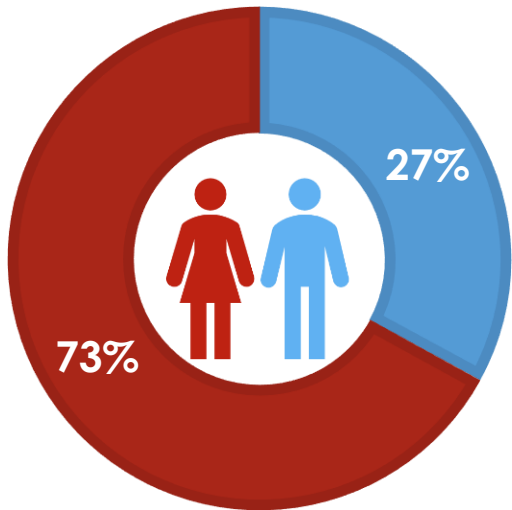
- Pay and Benefits reviewed annually.
- Evaluation of job roles and pay grades to ensure a fair structure.
- Using a pay and grading system that provides a structure to manage and set pay.
- Paying staff, a fair salary for the job, they undertake.

Pay Quartiles

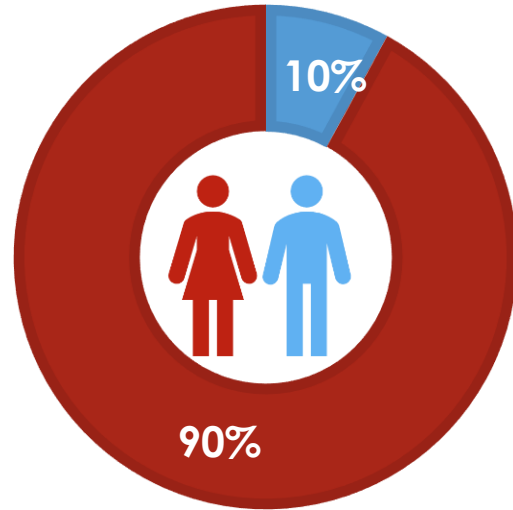
Proportion of males and females in each pay quartile.

Our gender pay gap snapshot pay quartiles by gender .

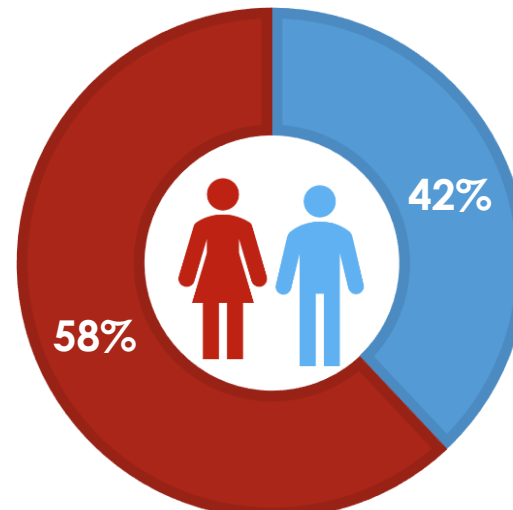
LOWER QUARTILE



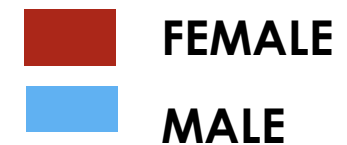
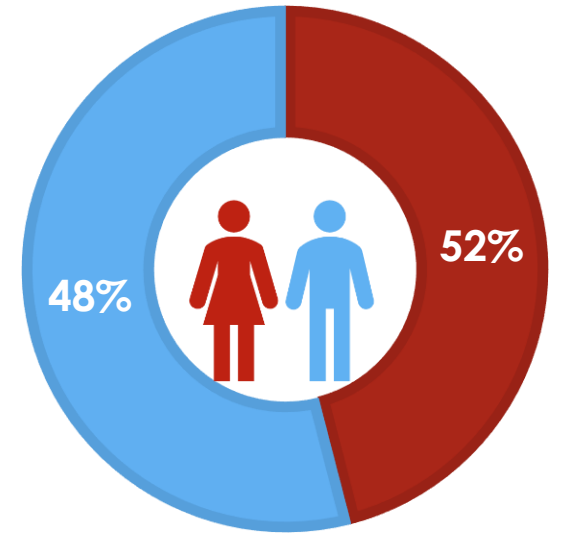
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



Supervisory Management Group

Male/Female Spilt	Male	Female
Supervisory Management	67%	33%
Senior Management	40%	60%
Directors	50%	50%

Bonus Payments

On 5th of April 2021, no employee was in receipt of a bonus payment.

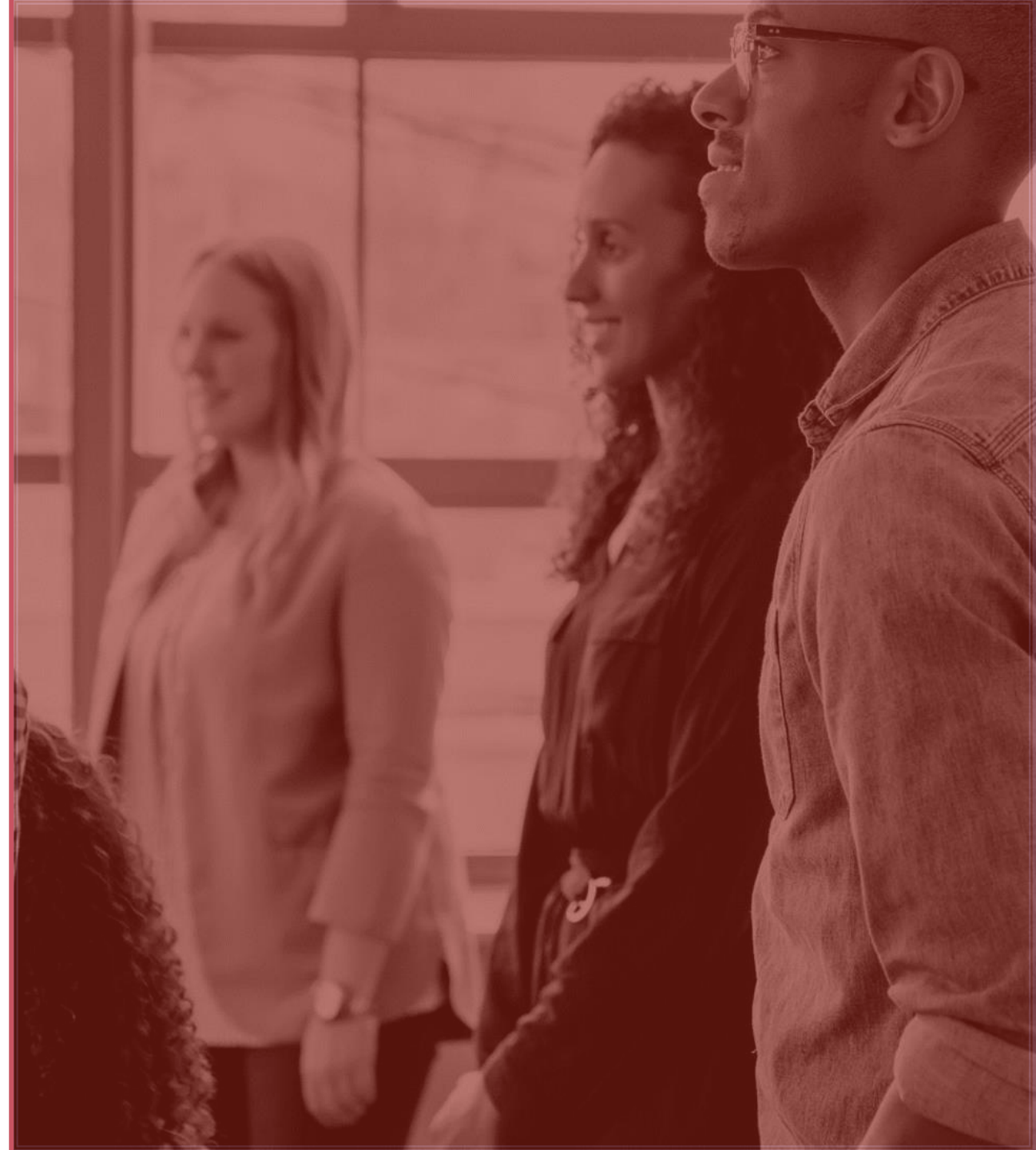
Closing the Gap

We are clear that there continues to be much work to do to reduce the gender pay gap.

The majority of our female workforce are in lower grade roles often due to the flexibility and nature of these roles. By reviewing this, we will continue to ensure flexibility at all levels in all roles.

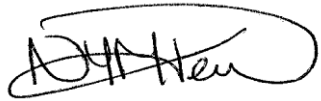
We are pleased that there is an equal balance of female and males in senior and Director roles however supervisory roles have a much larger proportion of male employees. We are working to develop management training to assist with recruitment and developing women into supervisory and management positions.

We want to work to ensure that options to develop in the workplace are accessible to all employees of both genders



Declaration

I confirm that our data is accurate and has been calculated according to the requirement of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Nichola Morden-Tew', enclosed within a hand-drawn oval.

Nichola Morden-Tew

Director of Resources

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